



MINNESOTA **NAHRO**

**Giving Burnout the Boot: A Toolkit for Renewal**

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**Primary Objectives**


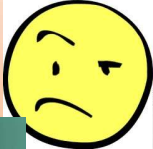

- What is Burnout?
- Signs of Burnout
- Methods to Recover & Renew

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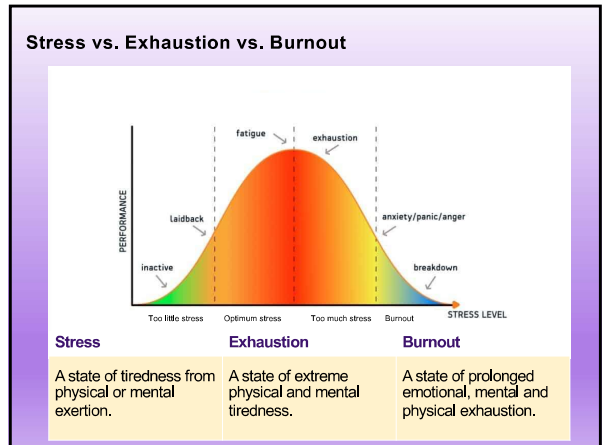
**What is Burnout?**

Burnout is slow and silent.

- Exhaustion
- Cynicism
- Ineffectiveness

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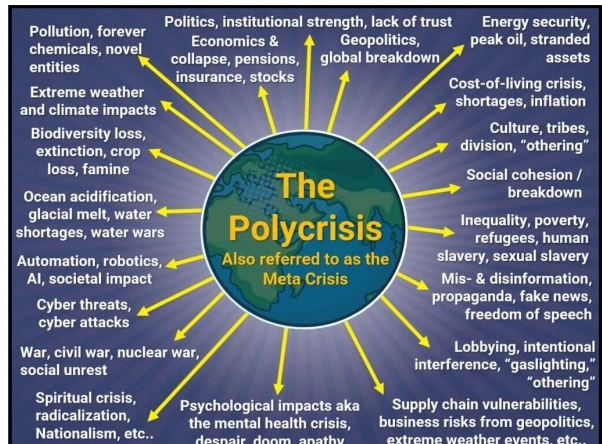


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**Signs & Symptoms of Burnout**

- Chronic Fatigue
- Cardiovascular Strain
- Weakened Immune System
- Neurophysiological Changes
- Brain Structure Changes
- Metabolic Issues
- Gastrointestinal Distress
- Hormonal Imbalance
- Isolation
- Procrastination
- Increased Coping Mechanisms
- Reduced Caring About...
- Chronic Distraction
- Intense Emotional Reactions
- Unexplained Physical Ailments
- Reduced Effectiveness & Performance
- Higher Absenteeism / Turnover
- Thoughts of Suicide / Early Death

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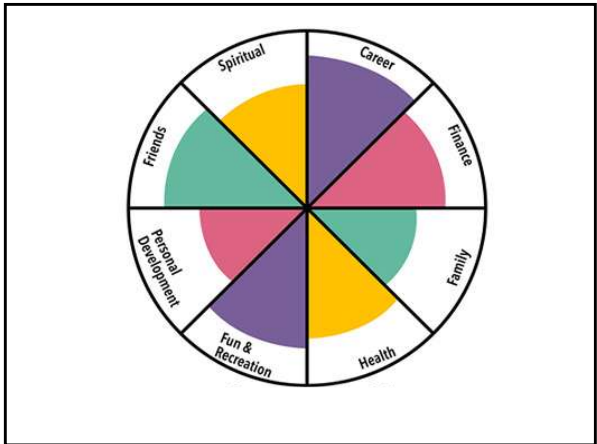


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**Practical Techniques To Prevent & Recover From Burnout**

Self-Assessment	Healthy Habits
Prioritize	
Reconnect With Purpose	
Protect Your Energy	
Quantify Commitments	
Be Present	
Do Not Disturb	

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**Practical Techniques To Prevent & Recover From Burnout**

Self-Assessment	Healthy Habits
Prioritize	Practical Optimism
Reconnect With Purpose	Set Boundaries
Protect Your Energy	
Quantify Commitments	
Be Present	
Do Not Disturb	

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**Practical Techniques To Prevent & Recover From Burnout**



Self-Assessment	Healthy Habits
Prioritize	Practical Optimism
Reconnect With Purpose	Set Boundaries
Protect Your Energy	30 Minutes Stress Mgmt. / Week
Quantify Commitments	30 Minutes Plug-In / Week
Be Present	Take More Breaks
Do Not Disturb	Lower Expectations

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**Practical Techniques To Prevent & Recover From Burnout**




Turn off tech  
20 / 5 / 3  
Lowers stress hormones, heart rate, blood pressure  
Restores cognitive function



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**Practical Techniques To Prevent & Recover From Burnout**



Mindfulness  
Simplify  
Practice Gratitude  
Seek Support

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